



NAVIGATING MICHIGAN'S UNEMPLOYMENT INSURANCE LAW



- Benefit Payments and Charges
- Disqualifications and Ineligibilities
- The Appeal process

BENEFIT PAYMENTS AND CHARGES

The claimant must have been paid sufficient wages in the “Base Period” of the claim to qualify for benefits.

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Quarter 5	Quarter 6
				Lag Quarter	Claim filed

The “Base Period” is normally the first 4, of the last 5, completed calendar quarters.

BENEFIT PAYMENTS AND CHARGES

The claimant must have been paid sufficient wages in the “Base Period” of the claim to qualify for benefits.

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Quarter 5	Quarter 6
Emp A = \$2500	Emp A = \$2850 Emp B = \$1735	Emp B = \$2350 Emp C = \$500	Emp C = \$3500 Emp D = \$1500	Lag Quarter Emp D = \$500	Claim filed Emp D = \$150

BENEFIT PAYMENTS AND CHARGES

The claimant must have been paid sufficient wages in the “Base Period” of the claim to qualify for benefits.

All gross amount paid to the claimant in the calendar quarter will be counted as wages except amounts earned in “excluded” employment such as for being a legislator, judge, individual in a work-relief or work-training program, member of the clergy, and other job categories.

If a person works for a corporation owned by his/her child or spouse, the benefits used to be limited to just 7 weeks. The law was amended and the benefits payable to that person are no longer limited.

BENEFIT PAYMENTS AND CHARGES

The claimant must have been paid sufficient wages in the “Base Period” of the claim to qualify for benefits.

- ✓ Claimant must have “High Quarter” gross wages of at least \$2,871
- ✓ Claimant must have total gross Base Period wages of at least 1.5 times “High Quarter” gross wages

BENEFIT PAYMENTS AND CHARGES

The claimant must have been paid sufficient wages in the “Base Period” of the claim to qualify for benefits.

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Quarter 5	Quarter 6
Emp A = \$2500	Emp A = \$2850 Emp B = \$1735	Emp B = \$2350 Emp C = \$500	Emp C = \$3500 Emp D = \$1500	Lag Quarter Emp D = \$500	Claim filed Emp D = \$150

- ✓ Claimant’s “High Quarter” in the Base Period was Quarter 4, with gross wages of \$5000.
- ✓ Claimant’s total, gross wages in the Base Period equaled \$14,935, which is greater than 1.5 times \$5000.

BENEFIT PAYMENTS AND CHARGES

The claimant must have been paid sufficient wages in the “Base Period” of the claim to qualify for benefits.

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Quarter 5	Quarter 6
				Lag Quarter	Claim filed

If the claimant does not have sufficient wages in the standard “Base Period” to establish a claim, the Agency will check the wages in the claimant’s “Alternate Base Period,” which is the last 4 completed calendar quarters.

BENEFIT PAYMENTS AND CHARGES

The claimant must have been paid sufficient wages in the “Base Period” of the claim to qualify for benefits.

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Quarter 5	Quarter 6
				Lag Quarter	Claim filed

If the claimant does not have sufficient wages in the Standard or Alternate “Base Periods” to establish a claim, the Agency will apply the “Alternate Earnings Qualifier” which requires wages in at least 2 calendar quarters, and total gross base period wages of at least 20 x “State Average Weekly Wage” (20 x \$886.56 = \$17,731.20).

BENEFIT PAYMENTS AND CHARGES

Once the claimant has qualified for a claim based on Base Period wages, the Agency calculates the claimant's weekly benefit amount:

The gross, high quarter wage is multiplied by 4.1% (0.041). In addition, **\$6.00** is added for each claimed dependent, up to 5. Then the result is rounded down to the next lower dollar amount. That is the worker's weekly benefit amount. But the weekly benefit amount is capped by law at **\$362**.

BENEFIT PAYMENTS AND CHARGES

Once the claimant has qualified for a claim based on Base Period wages, the Agency calculates the claimant's weekly benefit amount:

So, for a claimant with high quarter wages of \$5,000 and 2 dependents, the weekly benefit amount would be calculated as follows: $\$5,000 \times 0.041 = \205 . Adding \$12 for the 2 dependents gives a weekly benefit amount of **\$217**. Any cents are rounded down to the next lower dollar amount.

BENEFIT PAYMENTS AND CHARGES

Once the claimant's weekly benefit amount is calculated, the maximum number of weeks allowed on the regular state claim is calculated.

The claimant's total, gross wages in the **base period** of the claim are multiplied by **43%** (0.43), and the result is divided by the claimant's calculated weekly benefit amount. That result is then rounded down to the nearest $\frac{1}{2}$ number, and that is the number of weeks of benefits payable on the claim. But the minimum is set by law at 14 and the maximum at 20.

BENEFIT PAYMENTS AND CHARGES

Once the claimant's weekly benefit amount is calculated, the maximum number of weeks allowed on the regular state claim is calculated.

So, for a claimant who has base period wages of \$14,935 and a weekly benefit amount of \$217.00 the calculation is:

$\$14,935 \times 0.43 = \$6,442.05 \div \$217 = 29.59$ rounded down to 29.5 weeks, but the cap set by law is **20 weeks**.

BENEFIT PAYMENTS AND CHARGES

Benefits are payable on a new claim within a 52-week period called a “Benefit Year.”



BENEFIT PAYMENTS AND CHARGES

Benefits payable to the claimant in a week are reduced by the following kinds of payments:

- ★ Earnings for services **performed** in the week (even if not paid during that week).
- ★ Vacation pay, holiday pay, or severance pay **paid** in the week
- ★ Vacation pay, holiday pay, or severance pay **allocated** by the employer **to** the week, even if not actually paid in that week.

To allocate vacation pay to a week the employer must inform the claimant, in writing, before the last day of work prior to the period of allocation, of the fact of the allocation and the period it will cover, and of the fact that the allocation could render the claimant ineligible for unemployment benefits for the week(s) in that period.

BENEFIT PAYMENTS AND CHARGES

These payments reduce benefits using two rules:

- ★ For every \$1.00 earned in a week (or received/allocated in the week, if vacation pay, holiday pay, or severance pay), unemployment benefits are reduced by 40¢.
- ★ The combination of earnings and benefits payable in the week cannot exceed 1.6 times the claimant's weekly unemployment benefit amount.

BENEFIT PAYMENTS AND CHARGES

STEPS	INSTRUCTIONS FOR THIS STEP	CALCULATION UNTIL 9/30/15
A	Enter the weekly unemployment benefit amount.	\$120
B	Enter the amount of the gross earnings (before taxes) in the calendar week (Sunday through Saturday week). Round down to the nearest whole dollar.	\$140
C	Multiply "B" by "0.4 "	\$56
D	Subtract "C" from "A". Round down to the nearest whole dollar. If the result is zero or less than zero, enter "0" as your answer.	\$64
E	Add together "B" and "D".	\$204
F	Multiply "A" by 1.6	\$192
G	Subtract "F" from "E". Round down your answer to the nearest whole dollar. If the result is zero or less than zero, enter "0" as your answer.	\$12
H	Subtract "G" from "D". Round down your answer to the nearest whole dollar. The answer you get will be the amount of the unemployment benefit payment for the week.	\$52

BENEFIT PAYMENTS AND CHARGES

How an employer's account is charged for the benefits:

- “Last” (most recent) employer is charged 100% of the first 2 weeks of benefits, if that employer paid the claimant at least \$2,072 in gross wages in the claimant's last period of employment with that employer.
- Each Base Period employer is charged, beginning with week 3, the same percentage of the weekly benefit amount as the employer's percentage of Base Period wages.

BENEFIT PAYMENTS AND CHARGES

How an employer's account is charged for the benefits:

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Quarter 5	Quarter 6
Emp A = \$2500	Emp A = \$2850 Emp B = \$1735	Emp B = \$2350 Emp C = \$500	Emp C = \$3500 Emp D = \$1500	Lag Quarter Emp D = \$500	Claim filed Emp D = \$150

Employer A paid \$5,350 of \$14,935 = 35.8%

Employer B paid \$4,085 of \$14,935 = 27.4%

Employer C paid \$4,000 of \$14,935 = 26.8%

Employer D paid \$1,500 of \$14,935 = 10.0%

BENEFIT PAYMENTS AND CHARGES

**Form UIA 1136 –
Statement of Unemployment Benefits Charged or Credited to Employer's Account**

UIA 1136
(Rev. 3/04)



State of Michigan
Department of Labor & Economic Growth
Unemployment Insurance Agency
www.michigan.gov/uia

Authorized by
MCL 421.1, et seq.



**STATEMENT OF UNEMPLOYMENT BENEFITS CHARGED OR
CREDITED TO EMPLOYER'S ACCOUNT**

Page No.: 1

|||||
Norelmach Company
55555 Some Avenue
City, State 48708-8026

MAIL DATE: 03/18/2004

UIA Employer Account No.: 0000000 000
Employer Name: Norelmach Company

Unemployed Worker SSN	Unemployed Worker Name	BO NBR	Payment/ Adjustment Date	CERT WKEND DATE	AD TYP	CHG TYP	UNEMPLOYED WORKER	
							EARNED INCOME	TOTAL
333-33-3333	J. Doe	021	03/03/2004	02/21/2004	01	REG	0.00	201.00
333-33-3333	J. Doe	021	03/03/2004	02/28/2004	01	REG	0.00	201.00

TOTAL TO ACCOUNT 0000000 000
FOR WEEK ENDING 03/08/2004

402.00

LAST PAGE FORM 1136

ATTENTION CONTRIBUTING EMPLOYERS: If claimant's earnings from you for any week(s) listed equal or exceed your charges for that week(s), please notify UIA so your account may be credited.

THIS IS NOT A REQUEST FOR PAYMENT - SEE IMPORTANT INFORMATION ON REVERSE SIDE
DLEG is an Equal Opportunity Employer and complies with the Americans with Disabilities Act.

BENEFIT PAYMENTS AND CHARGES

Form UIA 1136 –
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UIA 1136
(Rev. 3/04)

State of Michigan
Department of Labor & Economic Growth
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55555 Some Avenue
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MAIL DATE: 03/18/2004

UIA Employer Account No.: 0000000 000
Employer Name: Norelmach Company

Unemployed Worker SSN	Unemployed Worker Name	BO NBR	Payment/ Adjustment Date	WKEND DATE	CERT AD TYP	CHG TYP	UNEMPLOYED WORKER EARNED INCOME	TOTAL
333-33-3399	J. Doe	021	03/03/2004	02/21/2004	01	REG	0.00	201.00
333-33-3333	J. Doe	021	03/03/2004	02/28/2004	01	REG	0.00	201.00

TOTAL TO ACCOUNT 0000000 000
FOR WEEK ENDING 03/08/2004 **402.00**

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SSN and name of claimant being paid and charged to employer

Week for which paid benefits

Gross wages reported by claimant

Amount charged to employer for that week

BENEFIT PAYMENTS AND CHARGES

ATTENTION CONTRIBUTING EMPLOYERS: If claimant's earnings from you for any week(s) listed equal or exceed your charges for that week(s), please notify ULA so your account may be credited.

BENEFIT PAYMENTS AND CHARGES

UC 1575E WR
(10/21/2003)

State of Michigan
Department of Consumer & Industry Services
Bureau of Workers' & Unemployment Compensation

Monetary Determination

Branch Office: 023



MOTORS LLC
UC TAX OFFICE 11 FL
3024W GRAND BLVD
DETROIT, MI 48202-6024

PO BOX 11671
DETROIT, MI 48211-0671
PHONE: 800-638-3995
FAX: 313-456-2596

UC Account No:
-000
Mail Date: 10/22/2003

CLAIM INFORMATION

FILED A CLAIM FOR UNEMPLOYMENT INSURANCE ON 10/17/2003.
THE CLAIMANT HAS SUFFICIENT WAGES TO ESTABLISH A BENEFIT YEAR. THE CLAIMANT IS ENTITLED TO RECEIVE
BENEFIT PAYMENTS UNLESS BENEFIT PAYMENT IS DELAYED OR DENIED FOR OTHER REASONS UNDER THE LAW.
THIS DETERMINATION IS EFFECTIVE FOR WEEKS OF BENEFITS CLAIMED, BEGINNING 10/12/2003.

BENEFIT YEAR BEGINS: 10/12/2003
BENEFIT YEAR ENDS: 10/09/2004
HIGH QTR. WAGES USED TO CALCULATE BENEFITS: \$7,840.00

Reference Codes
(See Back of Form)

DEPENDENTS
CLAIMED
0

WEEKLY BENEFIT
AMOUNT
\$321.00

BENEFIT WEEKS
ALLOWED
23.5

LAST EMPLOYER

Employer	Reference Codes (See Back of Form)	Claimant's Separation Reason	Total Wages	Last Employer Charge for First 2 Benefit Weeks	Non-charge Amount
MOTORS LLC	24, 25	QUIT	\$5200.00	\$642.00	

BASE PERIOD EMPLOYER(S)

BASE PERIOD BEGINS: 07/01/2002 AND ENDS: 06/30/2003

Employer	Reference Codes (See Back of Form)	Separation Reason	Base Period Wages	Maximum Charge	Non-charge Amount
STORES LP	32	QUIT	\$1935.45	\$757.09	
PAYROLL SERVICE	32	LACK OF WORK	\$15700.99	\$6144.41	

IMPORTANT NOTICE TO EMPLOYERS: YOUR ACCOUNT WILL BE CHARGED FOR BENEFITS UNLESS YOU NOTIFY THE BUREAU OF ANY POSSIBLE INELIGIBILITY/DISQUALIFICATION AND PROVIDE SPECIFIC DETAILS. BENEFITS PAID IN ACCORDANCE WITH THIS MONETARY DETERMINATION WILL BE CONSIDERED PROPERLY PAID AND WILL NOT BE CHANGED UNLESS THE BUREAU RECEIVES NEW, CORRECTED, OR ADDITIONAL INFORMATION FROM YOU, WITHIN 10 CALENDAR DAYS AFTER THE MAIL DATE SHOWN ABOVE OR 30 CALENDAR DAYS FOR A VOLUNTARY LEAVING SEPARATION (QUIT).

TO MEET THE 10 DAY DEADLINE INFORMATION MUST BE RECEIVED NO LATER THAN : 11/03/2003

EMPLOYERS: IF YOU DISAGREE WITH THIS DETERMINATION AND PROVIDE INFORMATION SHOWING YOUR ACCOUNT SHOULD NOT BE CHARGED AFTER THE 10 DAY NOTICE PERIOD DESCRIBED ABOVE, BUT WITHIN 30 DAYS OF THE MAIL DATE, ANY REDETERMINATION OF CHARGEABILITY WILL BE EFFECTIVE WITH THE WEEK IN WHICH THE INFORMATION IS RECEIVED EXCEPT FOR A VOLUNTARY LEAVING SEPARATION. A REDETERMINATION OF CHARGEABILITY ON A VOLUNTARY LEAVING SEPARATION IS EFFECTIVE FROM THE BEGINNING OF THE CLAIM IF THE INFORMATION IS RECEIVED WITHIN 30 DAYS. IF YOUR REQUEST FOR A REDETERMINATION OF CHARGEABILITY IS RECEIVED AFTER THE 30-DAY PERIOD, IT WILL BE DENIED UNLESS YOU ESTABLISH GOOD CAUSE FOR FAILURE TO PROTEST WITHIN THE 30-DAY PERIOD. TO BE RECEIVED WITHIN THE 30-DAY PERIOD, YOUR PROTEST MUST BE RECEIVED NO LATER THAN

Protest Due Date: 11/21/2003

The due date is 30 calendar days from the date of mailing of this notice.
Protest rights are explained on the reverse side of this form.

0000931

BENEFIT PAYMENTS AND CHARGES

UC 1575E WR
(10/21/2003)

State of Michigan
Department of Consumer & Industry Services
Bureau of Workers' & Unemployment Compensation

Branch Office: 023

PO BOX 11671
DETROIT, MI 48211-0671
PHONE: 800-638-3995
FAX: 313-456-2596

UC Account No: -000
Mail Date: 10/22/2003

Monetary Determination

MOTORS LLC
UC TAX OFFICE 11 FL
3024W GRAND BLVD
DETROIT, MI 48202-6024

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BENEFIT YEAR BEGINS: 10/12/2003
BENEFIT YEAR ENDS: 10/09/2004
HIGH QTR. WAGES USED TO CALCULATE BENEFITS: \$7,840.00

Reference Codes (See Back of Form)

DEPENDENTS CLAIMED: 0

WEEKLY BENEFIT AMOUNT: \$321.00

BENEFIT WEEKS ALLOWED: 23.5

LAST EMPLOYER

Employer	Reference Codes (See Back of Form)	Claimant's Separation Reason	Total Wages	Last Employer Charge for First 2 Benefit Weeks	Non-charge Amount
MOTORS LLC	24, 25	QUIT	\$5200.00	\$642.00	

BASE PERIOD EMPLOYER(S)

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0000931

Weekly Benefit Amount

Number of weeks of benefits allowed

Separation Reason from "Last" Employer

Separation Reasons from "Base Period" Employers

Potential charge to each employer's account